

ARTICLE \_\_  
HEALTH AND SAFETY

**Section 1.** WPI shall continue to make reasonable steps to ensure the safety and health of bargaining unit members in pursuit of their work as GWs. GWs will be provided with a safe University workspace and will not be required to work in conditions that pose an unnecessary threat to their health and safety. No GW will be required to act, nor will any GW act, in a manner which constitutes an unnecessary health or safety hazard. The University shall observe all applicable health and safety laws and regulations and will take all reasonable steps necessary to assure GW health and safety. ~~GWs will be provided with a safe University workspace and will not be required to work in conditions that pose an unnecessary threat to their health and safety. No GW will be required to act, nor will any GW act, in a manner which constitutes an unnecessary health or safety hazard. The University shall observe all applicable health and safety laws and regulations and will take all reasonable steps necessary to assure GW health and safety.~~ Such reasonable steps shall include but not be limited to providing, maintaining and training in the safe and proper use of equipment and workspace necessary for the work.

**Section 2.** Each building or workspace containing laboratory space will provide a standardized laboratory operating procedure, training protocol, and/or new graduate worker orientation that includes but is not limited to:

- 1) denotes important building landmarks including but not limited to locations of:
  - a) Safety/building managers and important personnel contact information;
  - b) Hazardous and non-hazardous waste material pick-up and drop-off;
  - c) Emergency showers, first aid kits, emergency response manual, and power shut-off/light shields;
- 2) denotes core facility and laboratory space management including but not limited to:
  - a) Use, care, and general etiquette of shared, core vs private, lab-owned equipment;
  - b) How to request trainings for equipment and safety (i.e. basic, biosafety, bloodborne pathogen, or other trainings);
  - c) Reporting accidents and equipment malfunctions;
  - d) Maintaining a safe and clean work environment;
  - e) Appropriate laboratory notebook, if applicable, and sample documentation protocols;
  - f) General laboratory courtesies and standard operating procedures.

Training should be specific to the laboratory or work environment in which the work is being conducted.

**Section 3.** If a GW works outside of University workspaces, other than local remote home locations, prior to the beginning of the assignment the University shall:

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The Union reserves the right to add, delete, or modify any of these proposals at any time.

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- 1) Provide the GWs with information about risk management, travel education and preparation, and administrative support, if GWs have work that takes them outside the United States. GWs will receive this information as soon as possible and no later than fourteen (14) days before travel dates.
- ~~1) Provide the GWs with information about Global Experience Office services, if GWs have work that takes them outside the United States. GWs will receive this information as soon as possible and no later than fourteen (14) days before travel dates. GWs should consult with the University's Global Experience Office prior to undertaking such work for information and advice about risks and safety.~~
- 2) Provide GWs performing field work in the United States information relevant to the safe performance of such work.
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- 3) Make GWs aware of all available resources they may need for the successful completion of the work assignment, including how to access or obtain these resources in the location of the work assignment.
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Section 4. Adequate first aid equipment will be provided in appropriate locations and ensured to be well-stocked and unexpired. The University shall provide first aid information and training at no cost for all GWs in workplaces that involve the use of or exposure to hazardous materials or who work in a hazardous environment.

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**Section 5.4.** The University shall supply and maintain all appropriate equipment, tools, materials, and personal protective equipment (PPE) to GWs needed to carry out job duties safely, ~~including but not limited to protective safety glasses as may be required by applicable occupational safety regulations, University policy, or Standard Operating Procedures.~~ The Union Management Committee referenced in Section 8 and Article \_\_, Union Management may also make recommendations related to the supply and maintenance of all equipment, tools, materials, and personal protective equipment (PPE) for GWs. Such recommendations shall not be unreasonably denied.

A GW may request prescription safety glasses from Environmental Health & Safety (EHS), who shall consider such a request in good faith and shall not be unreasonably denied.

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~~Section 6. See Article      for disability accommodations. Section 5. For a GW with a disability as defined by the Americans with Disabilities Act or as recommended by a medical professional, the University will provide reasonable accommodations.~~

Section 7. Workplace and Workstation Evaluations shall be provided by the University upon the request of either a GW, a group of GWs or a supervisor who believes that the nature of the work or workplace is exposing the GWs to health-related problems. The evaluation shall include recommendations, including but not limited to ergonomic and OSHA workplace recommendations, to eliminate the problem or the risk of the health-related problem(s).

The University shall consider the recommendations in good faith and will make reasonable efforts to implement those recommendations. The University shall incorporate currently accepted ergonomic practices and guidelines into new and existing workplace and workstation designs.

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~~The nature of these evaluations will be determined based on the work location (i.e. remote or on campus), as agreed upon by the GW and supervisor or employing unit. While these are normally campus-based work station evaluations, a GW may request that Environmental Health & Safety (EHS) conduct a virtual ergonomic review, and such request shall not be unreasonably denied.~~

~~Such evaluations should involve experts such as occupational hygienists, occupational physicians, occupational health and safety professionals and/or environmental health and safety professionals, who shall make recommendations, which shall include standard OSHA workplace recommendations, to the University to eliminate the problem or the risk of the health-related problem(s). The University shall consider the recommendations in good faith and will make reasonable efforts to implement those recommendations. The University shall incorporate currently accepted ergonomic practices and guidelines into new and existing workplace and workstation designs.~~

Section 87. The University will provide at least fourteen (14) day notice to affected GWs and other University building occupants for any regularly-scheduled maintenance or construction project(s) in their immediate work area and/or building. The University reserves the right to conduct emergency repairs or requested preventative maintenance as needed, not subject to the fourteen (14) day notice period, and every reasonable ~~though good faith~~ effort will be made to provide advance notice to affected GWs.

Section 98. The parties to this Agreement pledge themselves to a cooperative effort in the area of health and safety founded upon good faith communication and discussion of problems, solutions, and prevention. The Union-Management Committee shall discuss matters relating to the health and safety of GWs in the workplace. The University shall endeavor to have representatives qualified to speak on the topics of interest at the meeting when the parties agree in advance on a particular agenda item for such meetings.

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The parties agree that workplace health and safety includes concerns regarding mental health and social justice issues. ~~The parties agree that workplace health and safety include concerns regarding mental health and social justice issues including but not limited to race, gender, and all protected memberships in Article \_\_, Non-Discrimination, Section 1.~~

**Section 109.** All GWs are eligible for Worker's Compensation. In cases of injury to a GW while at work, the GW shall assist their Supervisor to file an Incident Report as soon as possible in accordance with University procedures. The GW shall file a Worker's Compensation claim with Talent & Inclusion in accordance with University procedures and state law.

**Section 110.** GWs shall adhere to all health and safety policies and procedures and shall perform their duties in a safe manner, using appropriate health and safety equipment provided by the University in accordance with standard operating procedures. Should a GW become aware of conditions they believe to be unhealthy or dangerous to their health and safety, the GW shall report the condition immediately to the supervisor, building manager, or the Environmental Health and Safety Department who shall investigate and take appropriate corrective action as needed. In cases where there is an imminent danger to the GW, they shall not resume their work until appropriate corrective action is taken. The University shall not retaliate against any GW for such reporting. The University shall endeavor to respond to safety and health reports within two (2) days or immediately given the circumstances as soon as is practical and reasonable given the circumstances within two (2) days.